KENYA NATIONAL DEVELOPMENT PROGRAMME

Gender Equity and Inclusion — Companion Volume

JINSIA YA TAIFA

Gender Equity Amendment Schedule

Cross-Programme Gender Obligations — All National Vision Documents

This document specifies, section by section and programme by programme, the exact gender equity obligations that each national vision document must incorporate. Every obligation in this schedule is legally binding under the Gender Equity Act from the date of that Act's commencement. The Gender Equity Compliance Certificate for each programme institution is conditional on demonstrable compliance with the relevant obligations in this schedule.

Gender Equity Directorate | Kenya National Development Programme | Year One

How to Use This Schedule

This schedule is structured by programme document. Each section identifies the specific obligations that must be incorporated into that document. The obligations are categorised as: MANDATORY (legal requirement under the Gender Equity Act, enforceable by the Gender Equity Tribunal), STRUCTURAL (institutional design requirement that must be reflected in the Act or statutory instrument establishing the relevant body), and OPERATIONAL (programme delivery requirement that must be reflected in the relevant implementation guidelines and county programme plans).

For each programme document, the schedule specifies which section of the document the obligation applies to, what the obligation requires, and the Year by

which compliance must be demonstrated. Each obligation is assigned an Amendment Reference Code (ARC) of the form [DOCUMENT/SECTION/NUMBER] — e.g., NYT/3/1 means Nyumba ya Taifa, Section 3, Amendment 1. The ARC is the reference used in GECC applications and in the national gender data system tracking.

The Gender Equity Compliance Certificate — Trigger Events

MANDATORY TRIGGER: The GECC must be obtained before any of the following events: establishment of any new programme institution; release of programme capital above Ksh 500 million; approval of any county programme plan; licensing of any industrial, mining, or tourism enterprise above prescribed thresholds; gazettement of any statutory instrument under a national programme Act.

ASSESSMENT: GECC assessment reviews compliance with all applicable ARCs from this schedule. Assessment is completed within 60 days. Conditional certificates may be issued where minor deficiencies are identified, with a compliance timeline attached.

RENEWAL: GECCs are valid for 3 years. Renewal requires a compliance audit against all applicable ARCs, including any new ARCs added in the intervening period.

AMENDMENTS TO: NYUMBA YA TAIFA — National Housing Vision

ARC NYT/2/1 — Urban Land Bank Governance [STRUCTURAL | Year 1]

The Urban Land Bank Act must specify that the ULB board complies with the Gender Equity Act Part V two-thirds rule from its first meeting. Specifically: a minimum of one-third of board members must be women with demonstrated expertise in women's land rights, housing, or community development. The ULB Chief Executive must be appointed through a gender-neutral open competitive process.

ARC NYT/3/1 — Dual Title on All Tenure Instruments [MANDATORY | Year 1]

Section 3 (Informal Settlement Upgrading) is amended to include the following obligation: all Occupancy Certificates, 50-Year and 99-Year Leasehold Titles, Sectional Titles, and Community Land Trust registrations issued under the programme are issued in the names of all adult members of the household in continuous occupation. The NLC's community mapping officers are specifically trained to collect all adult household members' identity information. No single-name title is issued to a multi-adult household without the written, witnessed, and individually dated declaration of each adult household member that single-name

title is their informed preference.

ARC NYT/3/2 — Tenant Protection for Women [MANDATORY | Year 1]: Section 3's sitting tenant protection clause explicitly includes women in informal tenancy relationships where no written lease exists and the woman's name appears nowhere in any document. A woman who has been in continuous occupation of a rental unit for 5 or more years at the time of community mapping acquires an Occupancy Certificate in her own right, regardless of whether she holds a written lease.

ARC NYT/3/3 — Community Land Register Quorum [MANDATORY | Year 2]: Any community meeting that makes a binding decision about Community Land Register entries, land use, or land disposal must have women constituting at least one-third of those present. The quorum requirement is stated on the face of the Community Land Register governance rules. Decisions made at inquorate meetings on gender grounds are voidable at the Gender Equity Tribunal.

ARC NYT/4/1 — ArdhiSasa Dual-Title Integration [STRUCTURAL | Year 2]

Section 4 (Tenure Security Framework) is amended to specify that the ArdhiSasa expansion programme includes: a dual-name field on all tenure instrument records (mandatory, not optional); an alert system that flags any new title application for a multi-adult household that shows only one name; and a public-facing search function that allows a named individual to confirm that their name appears on all titles associated with their national ID number.

ARC NYT/5/1 — Finance Pathway Accessibility for Women [MANDATORY | Year 1]

Section 5 (Housing Finance) is amended to specify: the National Housing Bank's OC-secured mortgage product accepts informal agricultural income, SACCO savings history, and cooperative dividend records as qualifying income evidence. The rent-to-own pathway's income verification process may not require formal payslips as the sole form of income evidence. Where a couple jointly holds an OC, either spouse may apply for a housing improvement loan without requiring the other's counter-signature, provided the improvement is to the jointly-titled property.

ARC NYT/11/1 — Settlement Planning Obligation Gender Requirements [MANDATORY | Year 1]

Section 11 (Programme-Driven Towns) is amended to add the following to the Settlement Planning Obligation framework: every SPO includes a Women's Participation Requirement specifying that: community mapping teams include women at a minimum of 50% of officer positions; community consultations are scheduled at times and venues practically accessible to women (with specific prohibition on dawn or late evening consultations as the primary meeting format);

the SPO document records women's participation in each consultation separately; and the SPO is not certified as complete until the Gender Equity Directorate has confirmed that the participation requirement has been met.

AMENDMENTS TO: SHAMBA LA TAIFA — National Agriculture Vision

ARC SLT/1 — Dual Cooperative Membership [MANDATORY | Year 1]

Every cooperative registered under the national agriculture programme must offer membership to both spouses of any member household. The cooperative membership fee is not doubled — the household pays one fee and both spouses become members with full voting rights, full dividend entitlement, and full eligibility for cooperative loan products. Where the land is currently titled to one spouse only, the other spouse may join as an associate member pending dual-title issuance, with all rights except those requiring land title as a condition.

ARC SLT/2 — Agricultural Payment to Individual Accounts [MANDATORY | Year 2]

All cooperative dividend payments, produce sale payments, and market payments to cooperative members are made directly to the individual member's registered bank or mobile money account. Payments to a household account controlled by another person are prohibited. Where both spouses are registered cooperative members, each receives their payment independently. The cooperative may not accept an instruction from one spouse to redirect the other spouse's payment.

ARC SLT/3 — ADBK Loan Joint Application [MANDATORY | Year 1]

Where agricultural land is jointly titled, both title-holders must sign the ADBK loan application and both are jointly and severally liable for repayment. Where land is single-titled to a male household member, the non-titled spouse's written consent is required before loan disbursement. The ADBK Women's Window product (Jinsia ya Taifa Section Four) is incorporated by reference into the Shamba la Taifa document as a named financing pathway available to all women farmers.

ARC SLT/4 — Women's Extension Service Quota [OPERATIONAL | Year 1–5]

The national agriculture extension workforce must achieve: 40% women officers by Year 1; 50% by Year 5. County agriculture budgets that have not met the Year 1 target by the end of Year 2 receive a Gender Equity Improvement Notice. The WES curriculum and visit schedule described in Jinsia ya Taifa Section Four is incorporated by reference as the standard for women's extension service delivery across all counties.

ARC SLT/5 — Cooperative Governance Compliance [STRUCTURAL | Year 2]

All national programme cooperatives must comply with the two-thirds governance rule within two years of registration. At the first election after the Gender Equity Act's commencement, any candidate whose election would produce non-compliance is ineligible for that seat in that election cycle. The Cooperative Societies Authority withholds annual registration renewal from any non-compliant cooperative until compliance is restored.

AMENDMENTS TO: VIWANDA YA TAIFA — Industry and Manufacturing Vision

ARC VYT/1 — Gender Pay Audit for Industrial Employers [MANDATORY | Year 2]

All industrial employers in national programme zones (Dongo Kundu SEZ, Thika Industrial Zone, Eldoret Agro-Industrial Park, Kisumu Port Zone, and all other designated industrial areas) above 100 workers must submit an annual gender pay audit. The audit is publicly filed with the Labour Directorate and published on the national gender data portal within 30 days of filing.

ARC VYT/2 — Women's Business Domestic Content Sub-Target [MANDATORY | Year 3]

All domestic content requirements in industrial programme contracts above Ksh 500 million include a women's business ownership sub-target: a minimum of 30% of domestic content value must flow through businesses where women hold at least 40% ownership stake or hold the CEO or Managing Director position. Verification is by declaration and audit. False declaration constitutes fraud under the procurement law.

ARC VYT/3 — Factory-Adjacent Childcare [MANDATORY | Year 3]

Any industrial employer in a national programme zone employing more than 200 workers must provide or fund childcare for workers' children under 5. The employer may satisfy this obligation by: operating an on-site or near-site ECD facility; contracting with a registered ECD provider to reserve places for workers' children; or contributing to a shared childcare fund administered by the industrial zone management. The contribution rate for the shared fund option is 0.5% of total payroll.

ARC VYT/4 — Rivatex Women's Workforce and Leadership

[OPERATIONAL | Year 2]

The Rivatex revitalisation programme sets a target of 60% women in its direct workforce and includes a women's leadership pipeline: a structured supervisor-to-management track training programme open exclusively to women workers in the first five years of operation, providing both technical skills and management competencies, with 50 places per cohort and two cohorts per year.

AMENDMENTS TO: MADINI YA TAIFA — Minerals and Mining Vision

ARC MYT/1 — SGBV Protocol as Mining Licence Condition [MANDATORY | Year 1]

Every mining operation above 500 workers is required, as a condition of its operating licence, to operate a GBV response facility at or adjacent to its operations. Minimum specification: a trained SGBV counsellor (minimum 40-hour qualification); a confidential reporting mechanism (physical and electronic); a referral pathway to county SGBV Response Centre; and post-exposure prophylaxis for sexual assault within 72 hours. Annual compliance report filed with the Mining Inspectorate and copied to the Gender Equity Directorate.

ARC MYT/2 — Women in Mining Employment [OPERATIONAL | Year 1-10]

The minerals programme includes the following targets: 30% of non-operational staff (administration, finance, HR, community relations, environmental compliance, legal) must be women within Year 3; for operational roles (drilling, blasting, processing, logistics) a women's training pipeline begins in Year 1 with a Year 10 target of 20%. Mining companies that meet these targets receive a 0.5% reduction in their annual royalty rate as an incentive payment.

ARC MYT/3 — Community Consultation Women's Participation [MANDATORY | Year 1]

The free, prior and informed consent process for all mining operations must document women's participation separately from general community participation. A consultation in which women constituted less than one-third of those present, or in which no woman spoke, does not qualify as adequate community consultation. The Mining Inspectorate's consultation approval form includes a gender participation checklist.

ARC MYT/4 — Kwale Royalty Endowment Women's Allocation [STRUCTURAL | Year 2]

The Kwale County Housing Endowment Fund (funded from 10% of Mrima Hill

rare earths royalties) designates a minimum of 40% of its annual grants for: women-led households seeking housing improvement; women's cooperative housing applications; women's land rights legal aid; and women's economic development projects in Kwale County.

AMENDMENTS TO: UTALII WA TAIFA — Tourism Vision

ARC UWT/1 — Tourism Enterprise Licence Gender Compliance [MANDATORY | Year 2]

All Kenya Tourism Board licences above Category B require an annual gender equity declaration: that the enterprise does not discriminate by gender in hiring, pay, or promotion; that its gender pay gap does not exceed 15% (audited); and that its management structure complies with the two-thirds rule at board level. Non-declaration is grounds for licence non-renewal.

ARC UWT/2 — Community Land Conservation Agreement Women's Consent [MANDATORY | Year 1]

Where community land is dedicated to a tourism conservancy or heritage tourism site under the national programme, the community agreement must separately document women's participation in the decision and women's consent. A conservancy agreement signed only by male community representatives is not valid under the Gender Equity Act. The Kenya Wildlife Service's conservancy approval process includes a gender participation checklist.

ARC UWT/3 — Women's Craft Traditions in Heritage Tourism [OPERATIONAL | Year 2]

The heritage tourism pathway connecting Utalii wa Taifa to Utamaduni wa Taifa specifically includes women's craft traditions — beadwork, weaving, textile, pottery, and food processing traditions — as documented heritage products eligible for the heritage tourism market. The KTB craft export programme designates women's craft cooperatives as priority partners.

ARC UWT/4 — Anti-Trafficking Provisions [MANDATORY | Year 1]

Every tourism operator licence includes: a mandatory anti-trafficking declaration; a staff training requirement (minimum 2 hours anti-trafficking awareness per year for all guest-facing staff); a referral protocol for suspected trafficking or exploitation cases; and a prohibition on the operator facilitating, advertising, or profiting from any form of commercial sexual exploitation. Breach of any of these conditions is grounds for immediate licence suspension pending investigation.

AMENDMENTS TO: SHULE YA TAIFA and ELIMU YA KINA — Education Visions

ARC EDU/1 — Menstrual Hygiene Infrastructure [MANDATORY | Year 1]

Every public primary and secondary school must have private, lockable sanitation facilities for menstrual hygiene management with running water or an adequate water supply, soap, and a disposal facility. This is a mandatory element of the Schools Infrastructure standard. The Schools Infrastructure programme treats the absence of adequate menstrual hygiene facilities as a building deficiency equivalent to the absence of any other standard sanitation provision. Compliance is measured annually against girls' school attendance data.

ARC EDU/2 — Equal Sports Provision [MANDATORY | Year 1]

Every sport offered to boys in any public school is offered to girls in the same school on equal terms: equal time allocation, equal equipment provision, equal access to coaching, equal access to inter-school competition. A school may not use 'lack of demand' as justification for unequal provision. The school's gender equity obligations include creating demand through active encouragement, visible role models, and the explicit inclusion of girls' sport in the school's physical education curriculum.

ARC EDU/3 — Career Guidance Gender Reform [MANDATORY | Year 2]

The secondary school career guidance programme explicitly addresses gender stereotyping in career choice. Guidance counsellors must hold a KNQF Level 4 Gender-Inclusive Career Guidance qualification as a condition of their role from Year 3 onward. Schools must report annually on the gender distribution of subject choices and career aspirations and demonstrate year-on-year progress toward gender diversification.

ARC EDU/4 — STEM Teacher Gender Balance [OPERATIONAL | Year 1-10]

Teaching workforce planning in all public schools targets 50% women in STEM subject teaching positions within Year 10. The teacher recruitment and placement system tracks gender representation by subject area and county, and prioritises women candidates for STEM positions where significant underrepresentation exists.

ARC EDU/5 — Maternity Protection in Education [MANDATORY | Year 1]

No female student may be expelled, suspended, denied examination access, or removed from any scholarship or bursary programme on grounds of pregnancy or

motherhood. A female student who takes maternity absence of up to one academic year retains her place, her scholarship, and her year of study. This applies to primary, secondary, TVET, and university education.

AMENDMENTS TO: CHUO KUU YA TAIFA — Tertiary Education Vision

ARC CKT/1 — University Maternity Protection [MANDATORY | Year 1]

Women in university programmes retain their place, their scholarship or fee entitlement, and their progression status through maternity leave of up to one academic year without penalty. The university may not: withdraw a scholarship; reduce a student's academic standing; or require re-application for a place on grounds of maternity absence. This applies to all programmes including postgraduate research programmes.

ARC CKT/2 — KNQF Gender-Disaggregated Completion Data [MANDATORY | Year 2]

All TVET institutions and universities report gender-disaggregated completion, dropout, and employment outcomes data to the KNQA annually. Where women's completion rates lag men's by more than 10 percentage points in any programme, the institution must submit a Gender Equity Improvement Plan within 60 days of the data publication. Persistent non-improvement (three consecutive years of gap above 10%) results in the institution's accreditation being made conditional.

ARC CKT/3 — Research Funding Gender Allocation [STRUCTURAL | Year 2]

The university research funding framework allocates a minimum of 20% of competitive research grants to research on: gender equity and women's economic empowerment; maternal and reproductive health; SGBV causes, prevention, and response; women's land rights; and care economy measurement. This allocation is tracked and published annually.

ARC CKT/4 — Agricultural Enterprise Governance [STRUCTURAL | Year 2]

All university agricultural enterprise governance bodies comply with the two-thirds rule from their first meeting. University agricultural cooperatives comply with the dual membership provision equivalent to ARC SLT/1. Student agricultural enterprise leadership programmes actively recruit women participants and set a 50% women participation target.

AMENDMENTS TO: AFYA YA TAIFA — National Health Vision

ARC AFY/1 — Maternal Mortality as Governance Indicator [MANDATORY | Year 1]

Maternal mortality rate (per 100,000 live births) is designated a Tier 1 governance indicator with the same dashboard visibility and accountability consequence as the fiscal balance, infrastructure delivery, and GDP growth. Year 10 target: 100 per 100,000. Year 20 target: 50 per 100,000. Missing the Year 10 target by more than 20% triggers a parliamentary review of the Cabinet Secretary for Health's performance.

ARC AFY/2 — Emergency Obstetric Care Capacity [MANDATORY | Year 3]

Every Level 4 hospital in Kenya must be capable of performing a Caesarean section within 30 minutes of the decision to operate, available 24 hours per day, seven days per week. This is a compliance standard, not a target. The Health programme's facility upgrade budget allocates a specific line for anaesthetic and surgical staffing at Level 4 facilities below this standard. Compliance is assessed annually by the Ministry of Health and reported on the National Gender Data System.

ARC AFY/3 — Contraception Access [MANDATORY | Year 1]

Modern contraception is provided at zero cost to the user through all public county health facilities and through the Community Health Worker network. Access is unconditional: no spousal consent requirement, no age restriction for adults above 18, no religion-based exemption for public facilities. A public health facility that refuses to provide contraception on grounds of staff personal beliefs is in breach of the Gender Equity Act Part I.

ARC AFY/4 — SGBV Clinical Response Standard [MANDATORY | Year 2]

Every Level 3 county health facility and above maintains: a trained SGBV clinical response team (minimum one trained nurse per shift); a post-exposure prophylaxis protocol for sexual assault available within 72 hours; a forensic evidence collection capability; and a referral pathway to legal aid and safe housing. Compliance is a condition of the facility's annual operating licence.

ARC AFY/5 — Postnatal Mental Health [OPERATIONAL | Year 2]

The Community Health Worker programme includes postnatal mental health screening at the third and fourth postnatal visits using a validated Swahili-language screening tool. Positive screens are referred to county mental health services. County mental health services must have a postnatal mental health

pathway — a designated counsellor, a referral protocol, and a follow-up schedule — by Year 3.

AMENDMENTS TO: UTAMADUNI WA TAIFA — Culture, Sports and Heritage Vision

ARC UMT/1 — CRC Women's Programme Officer [STRUCTURAL | Year 1]

Every Community Recreation Centre includes a Women's Programme Officer as a dedicated funded position in the CRC staffing structure. This is not a shared responsibility — it is a full-time role. The WPO designs and delivers the Women's Sport Programme, the women-only sessions, the SGBV community response point function, and the coordination of women's extension and civic education sessions at the CRC.

ARC UMT/2 — KATS Women's Arts Uplift [OPERATIONAL | Year 2]

The Kenya Arts Touring Scheme includes a Women's Arts Uplift: productions created and directed by women, or productions specifically addressing women's experience and targeted at women's audiences, receive a 20% uplift on their base KATS subsidy rate. The CERA peer assessment panel that awards KATS must have women constituting at least 40% of its members.

ARC UMT/3 — Documentation Programme Women's Cultural Knowledge [MANDATORY | Year 1]

The 42-community cultural documentation programme includes a specific obligation to document women's cultural knowledge and practices separately and specifically. Documentation teams include at minimum one woman ethnographer and one woman community cultural officer. The documentation of women's ceremonial knowledge, plant medicine, textile traditions, and oral literary forms is a required deliverable of each community's documentation programme, not optional.

ARC UMT/4 — National Gallery Gender Parity [STRUCTURAL | Year 3]

The National Gallery of Kenya's inaugural permanent collection achieves gender parity in the artists represented: no more than 60% of the works in the permanent collection are by artists of any one gender. The Gallery's acquisition policy states this as a standing commitment for all future acquisitions.

ARC UMT/5 — Sports Talent Identification — Equal Assessment [MANDATORY | Year 1]

The CRC talent identification protocol applies identical assessment criteria to girls and boys. A girl who meets the performance threshold for referral to a Sports Institute development programme is referred on the same basis and with the same priority as a boy meeting the same threshold. Referral data is reported gender-disaggregated annually to the Sports Development Agency.

ARC UMT/6 — All Professional Leagues Women's Competition [MANDATORY | Year 1]

Every professional league established under the Professional Leagues Governance Act must operate a women's competition from its inaugural season. The women's competition is not a subordinate addition — it operates under the same governance structure, the same club licensing framework, and receives a minimum of 30% of the league's collective TV rights revenue (rising to 40% by Year 5 and 50% by Year 10 as women's audiences develop).

AMENDMENTS TO: MAJI YA TAIFA — Water Vision and All Infrastructure Programmes

ARC INF/1 — Women in Infrastructure Workforce [OPERATIONAL | Year 1–5]

All KRCC and KSBC construction contracts above Ksh 50 million include a minimum women's workforce obligation: 20% of the contracted workforce by headcount, rising to 30% by Year 5. The obligation applies to construction, supervision, and administrative roles. Contractors who fail to meet the obligation in any quarter submit a remediation plan. Persistent non-compliance (three consecutive quarters below threshold) results in contract penalty of 1% of contract value per quarter.

ARC INF/2 — Water Point Governance [MANDATORY | Year 1]

All community water point governance committees established under the national water programme must have women constituting at least 40% of their elected membership. Water committees in which women are structurally excluded from governance are not eligible for national programme capital contributions.

ARC INF/3 — ASAL Housing Women's Participation [MANDATORY | Year 1]

The ASAL housing and water point programmes adapt the pastoralist participation framework to explicitly include women's dry-season settlement preferences. The programme does not assume that the male household head represents the household's preferences regarding permanent settlement

location, water access, or housing design. Women's sessions are held separately at each ASAL community consultation.

JINSIA YA TAIFA — Gender Equity Amendment Schedule. *Kenya National Development Programme.*

This Amendment Schedule contains 38 Amendment Reference Codes across 10 programme documents. All ARCs are legally binding from the commencement of the Gender Equity Act. Sector directorates must incorporate each applicable ARC into their programme implementation guidelines, their county programme plans, and their institution establishment instruments. Compliance is verified through the Gender Equity Compliance Certificate process administered by the Gender Equity Directorate.